

## Indiana's WorkEthic Certification Pilot Annual Report Part 1: Data Report

### I. Introduction

The WorkEthic Certification Program measures work readiness by identifying “soft skills” needed for success. The State of Indiana awards WorkEthic Certificates to eligible high school students who have met the established criteria. The ten criteria include: discipline, attendance, absences, tardies, community service, overall grade point average, organization, punctuality, respectfulness and teamwork. Students that successfully complete the criteria receive a WorkEthic Certificate. The certificate is signed by Governor Mitch Daniels and Commissioner Ron Stiver. There are two certificates; blue and gold, students must achieve a minimum of 17 points to receive a blue certificate and 19 points to receive a gold certificate. The maximum number of points awarded is 21. The certificate serves as validation to employers that students possessing the certificate have successfully demonstrated strong work habits that will foster success in higher education and the workplace.

### II. Pilot Summary

The pilot phase of the WorkEthic certification program occurred during the 2005-2006 school year with participation in two Economic Growth Regions (EGR), 15 counties, and 43 schools. The participating Economic Growth Regions were Regions 1 and 3, northwest and northeast Indiana. Refer to [Table 1: Participating Counties and Schools](#) for additional information.

#### Pilot Phase Summary

- Economic Growth Regions 1 and 3
- 43 schools in 15 counties participated
- 15,807 high school juniors and seniors eligible to participate
- 12.3% of the eligible students participated in the program
- 56.5% of the participating students received a certificate
- 64.9% received gold certificates and 35.1% received blue certificates

**Table 1: Participating Counties and Schools**

EGR	Counties	Schools	Eligible Students	Participants	Certificates Awarded	Gold Certificates	Blue Certificates
1	4	11	5,087	150	91	54	37
3	11	32	10,720	1,795	1,008	659	349
<b>Totals</b>	<b>15</b>	<b>43</b>	<b>15,807</b>	<b>1,945</b>	<b>1,099</b>	<b>713</b>	<b>386</b>

<sup>1</sup>Jay County also participated in EGR 3 through the Northeast Indiana Workforce Investment Board.

## III. Statewide Participation Summary

The number of eligible juniors and seniors at participating schools is the total enrollment in eleventh and twelfth grades as reported to the Department of Education on October 1, 2005 for the 2005-2006 school year. WorkEthic Certification guidelines provide schools with local discretion in determining if both seniors and juniors are allowed to participate. Some of the participating schools allowed only seniors to participate; therefore the eligible enrollment numbers for those schools is comprised of enrollment data for seniors only. Other participating schools allowed only juniors to participate; therefore the eligible enrollment numbers for those schools is comprised of data for juniors.

In the two regions, 8,479 seniors were eligible to participate at the pilot schools. Of those students, 1,143 or 13.5% participated in the WorkEthic Certification program. As reflected in Table 2 below, over half of the participants received certificates and a majority of the recipients were awarded gold certificates.

**Table 2: Senior Participation**

EGR	Eligible Seniors	Participating Seniors	Seniors Receiving Certificates	Percentage of Participating Seniors Receiving Certificates	Percentage of Gold Recipients	Percentage of Blue Recipients
1	2,463	97	63	64.9%	55.6%	44.4%
3	6,016	1,046	556	53.2%	62.9%	37.1%
<b>Totals</b>	<b>8,479</b>	<b>1,143</b>	<b>619</b>	<b>54.2%</b>	<b>62.2%</b>	<b>37.8%</b>

Of the 29 schools allowing junior participation, 7,328 juniors were eligible to participate in the program. Of those students, 792 or 10.8% participated in the WorkEthic Certification program. Over 60% of the participating juniors received certificates. A majority of the students received gold certificates.

**Table 3: Junior Participation**

EGR	Eligible Juniors	Juniors Participating	Juniors Receiving Certificates	Percentage of Participating Juniors Receiving Certificates	Percentage of Gold Recipients	Percentage of Blue Recipients
1	2,624	43	28	65.1%	67.9%	32.1%
3	4,704	749	452	60.3%	68.4%	31.6%
<b>Totals</b>	<b>7,328</b>	<b>792</b>	<b>480</b>	<b>60.6%</b>	<b>68.3%</b>	<b>31.7%</b>

<sup>2</sup> The enrollment data for Hammond Area Career Center and AK Smith Career Center was provided by the schools and not the Department of Education.

## IV. Participation by Economic Growth Region

### Economic Growth Region 1: School Participation

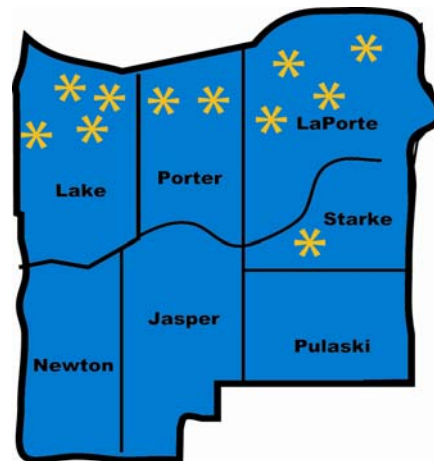
Economic Growth Region 1 in northwest Indiana is comprised of seven counties and has 47 secondary schools. During the pilot year four counties with 11 schools participated in the WorkEthic Certification program. The participating counties included Lake, LaPorte, Porter, and Starke counties in EGR 1. For the upcoming year the focus should be on expanding the program in participating counties as well as counties that did not participate during the pilot.

The following table contains data from EGR 1 for the pilot phase. The table includes the number of public, accredited secondary schools in each county. Also included is the number of schools in each county that participated in the pilot. LaPorte County had the highest school participation rate with 66.7% or four out of six schools participating. Refer to [Appendix A: EGR 1 Certificates by School](#) for a listing of the schools that participated from EGR 1.

**Table 4: EGR 1 Participating Schools by County**

County	Schools	Participating Schools	Percentage of Schools Participating
Jasper	2	0	0.0%
Lake	23	4	17.4%
LaPorte	6	4	66.7%
Newton	2	0	0.0%
Porter	9	2	22.2%
Pulaski	2	0	0.0%
Starke	3	1	33.3%
<b>Totals</b>	<b>47</b>	<b>11</b>	<b>23.4%</b>

*\* Each high school that participated in the WorkEthic Program by county in Economic*



### Participation and Awards

Table 5: [EGR 1 Participants and Awards](#) demonstrates the number of eligible students at participating schools and the number and percentage of eligible students who participated in the program. Of the counties with participating schools, Lake County had the lowest completion rate for certificates. Only 19.6% of the participating students received certificates compared to 86.4% for LaPorte County and 83.7% for Porter County. Lake, LaPorte, and Porter counties had similar participation levels.

**Table 5: EGR 1 Participants and Awards**

County	Eligible Students at Participating Schools	Students Participating	Percentage of Eligible Students Participating	Students Receiving Certificates	Percentage of Participating Students Receiving Certificates
Lake	949	56	5.9%	11	19.6%
LaPorte	2,306	44	1.9%	38	86.4%
Porter	1,343	49	3.6%	41	83.7%
Starke	122	1	0.8%	1	100.0%
<b>Total</b>	<b>4,720</b>	<b>150</b>	<b>3.2%</b>	<b>91</b>	<b>60.7%</b>

## Certificates

The following table lists the number of certificates attempted and awarded in each participating county in EGR 1. Overall, 60.7% of the students attempting certification received a certificate. Most of the certificates awarded were gold certificates.

**Table 6: EGR 1 Certificates**

County	Students Receiving Certificates	Gold Certificates	Percentage Gold Certificates	Blue Certificates	Percentage Blue Certificates
Lake	11	9	81.8%	2	18.2%
LaPorte	38	30	78.9%	8	21.1%
Porter	41	14	34.1%	27	65.9%
Starke	1	1	100.0%	0	0.0%
<b>Total</b>	<b>91</b>	<b>54</b>	<b>59.3%</b>	<b>37</b>	<b>40.7%</b>

## Economic Growth Region 3: School Participation

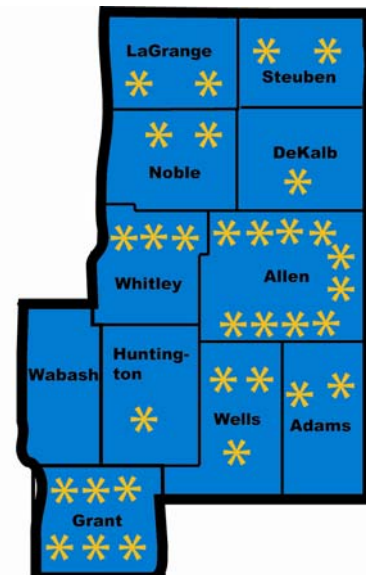
Economic Growth Region 3 in northeast Indiana is comprised of 12 counties and has 32 schools with the inclusion of Jay County. EGR 3 piloted the WorkEthic Certification program in 2004-2005 which has led to the current high participation rates. The counties participating included Adams, Allen, DeKalb, Grant, Huntington, Jay, LaGrange, Noble, Steuben, Wells and Whitley counties. The table below, [Table 7: EGR 3 Participating Schools by County](#) includes the number of public, accredited secondary schools in each county. Also included is the number of schools in each county that participated in the pilot. Four counties in the region had 100% school participation. Overall 71.1% of the schools in EGR 3 participated in the WorkEthic Certification program. The only county from the region not participating was Wabash County.

It is important to note that Oak Hill High School is included in data for Grant County by the Northeast Indiana Workforce Investment Board. The Department of Education also includes the school in Miami County. Also, Whitko High School is included in Whitley County whereas the Department of Education also includes it in Kosciusko County. In this report both schools are included in EGR 3. Refer to [Appendix B: EGR 3 Certificates by School](#) for a list of the schools that participated from EGR 3.

**Table 7: EGR 3 Participating Schools by County**

County	Schools	Participating Schools	Percentage of Schools Participating
Adams	3	2	66.7%
Allen	13	10	76.9%
DeKalb	3	1	33.3%
Grant	5	5	100.0%
Huntington	1	1	100.0%
Jay	1	1	100.0%
LaGrange	3	2	66.7%
Noble	3	2	66.7%
Steuben	3	2	66.7%
Wabash	4	0	0.0%
Wells	3	3	100.0%
Whitley	3	3	100.0%
<b>Totals</b>	<b>45</b>	<b>32</b>	<b>71.1%</b>

*\*Each high school that participated in the WorkEthic program by county in EGR 3. Jay County High school, physically located in EGR 6 also participated and is depicted in Grant County on the map below.*



## Participation and Awards

The following table, [Table 8: EGR 3 Participants and Awards](#) demonstrates the number of eligible students at participating schools, the number of eligible students who participated in the program, and the number and percentage of eligible students receiving certificates. Over half of the counties had certificate completion rates over 50%. Overall EGR 3 had a certificate completion rate of 56.2%.

**Table 8: EGR 3 Participants and Awards**

County	Eligible Students at Participating Schools	Students Participating	Percentage of Eligible Students Participating	Students Receiving Certificates	Percentage of Participating Students Receiving Certificates
Adams	603	129	21.4%	53	41.1%
Allen	3,989	428	10.7%	220	51.4%
DeKalb	631	136	21.6%	89	65.4%
Grant	1,099	321	29.2%	236	73.5%
Huntington	477	74	15.5%	35	47.3%
Jay	532	38	7.1%	38	100.0%
LaGrange	394	38	9.6%	28	73.7%
Noble	849	104	12.2%	73	70.2%
Steuben	494	62	12.5%	38	61.3%
Wells	669	193	28.8%	79	40.9%
Whitley	983	272	27.7%	119	43.8%
<b>Totals</b>	<b>10,720</b>	<b>1,795</b>	<b>16.7%</b>	<b>1,008</b>	<b>56.2%</b>

## Certificates

The following table, Table 9: EGR 3 Certificates details the number of certificates attempted and the number awarded in EGR 3. Overall, 56.2% of the students attempting the certification received a certificate. Almost twice as many gold certificates were awarded as blue certificates.

**Table 9: EGR 3 Certificates**

County	Students Receiving Certificates	Gold Certificates	Percentage Gold Certificates	Blue Certificates	Percentage Blue Certificates
Adams	53	31	58.5%	22	41.5%
Allen	220	142	64.5%	78	35.5%
DeKalb	89	58	65.2%	31	34.8%
Grant	236	180	76.3%	56	23.7%
Huntington	35	26	74.3%	9	25.7%
Jay	38	21	55.3%	17	44.7%
LaGrange	28	19	67.9%	9	32.1%
Noble	73	46	63.0%	27	37.0%
Steuben	38	31	81.6%	7	18.4%
Wells	79	57	72.2%	22	27.8%
Whitley	119	48	40.3%	71	59.7%
<b>Totals</b>	<b>1,008</b>	<b>657</b>	<b>65.2%</b>	<b>351</b>	<b>34.8%</b>

## V. Employer Participation

The following tables detail employer participation. Employer participation is important to the WorkEthic Certification Program because the program prepares students for the workforce. The employers need and are looking for employees that have a good work ethic. Employers value employees that have good attendance and are punctual, respectful, organized, disciplined and able to work with others. Participating employers complete the Employer Intent to Participate Form. By signing up, employers pledge to recognize the WorkEthic Certificate and to implement it as a fundamental criterion for their internship and standard hiring process. Employers also indicate their interest in programs such as job shadowing, speaking engagements, volunteer opportunities, mentoring, tours of their facility, and summer jobs for students. WorkEthic Certification facilitates the relationship between educators, the emerging workforce, and employers. The program helps produce an emerging workforce prepared to face the challenges of a global economy. Overall 377 employers have become WorkEthic participants. For a complete list of employer participants refer to [Appendix C: Participating Employers](#).

**Table 10: Participating Employers by Region**

EGR	Participating Employers
1	57
3	219
4	1
6	100
<b>Total</b>	<b>377</b>

**Table 11: Participating Employers by County**

EGR	County	Participating Employers
1	Jasper	3
1	LaPorte	22
1	Lake	10
1	Porter	14
1	Pulaski	5
1	Other	3
3	Adams	4
3	Allen	16
3	DeKalb	23
3	Grant	81
3	Huntington	4
3	Noble	3
3	Steuben	19
3	Wells	62
3	Whitley	7
4	Miami	1
6	Delaware	3
6	Jay	97
	<b>Total</b>	<b>377</b>

## VI. Conclusion

In conclusion, this WorkEthic Annual Report summarizes the participation levels and certificate data for the pilot year 2005-2006. The report demonstrates the high participation level in Economic Growth Region 3 as a result of this being the second year for the program in the region. However, EGR 3 has room for growth through increased participation levels of students within participating schools and the expansion of the program to schools that are not currently participating. Economic Growth Region 1 will be able to expand participation in all counties with additional schools, as well as within participating schools. In addition to expanding the program in EGR 1 and 3 the Indiana Department of Workforce Development will be implementing the WorkEthic Certification Program statewide for the 2006-2007 school year. Plans for the statewide implementation will be published in September 2006 in the WorkEthic Certification Pilot Annual Report Part II.